



Improving lives THROUGH
supports and services
THAT FOSTER self-determination.

Champions of Employment

Tips for Navigating Employment Supports



Promoting Employment First

Who's in the Audience?

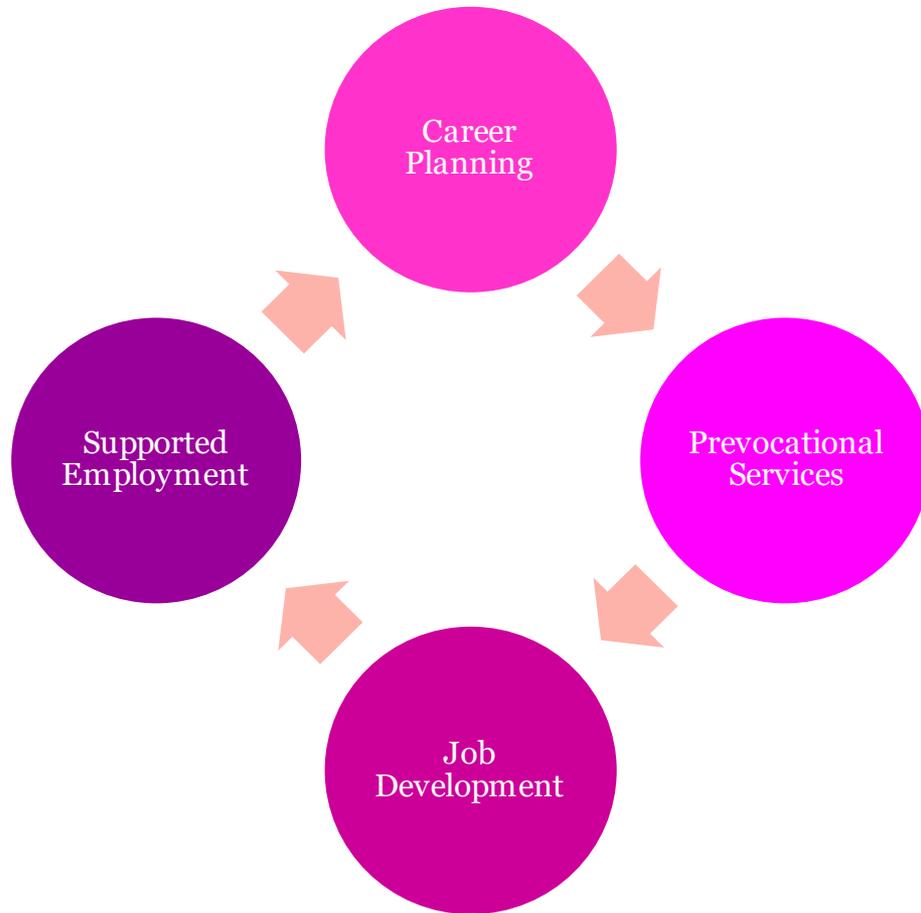


Poll Question #1

What is your role?

- Support Coordinator
- Service Provider
- Regional Office Employee (UR, PR, CLC, SDS, AD, etc.)
- Other State Employee (VR, DHEWD, DBH, RSB, etc.)
- Individual/Family Member
- Other

Today's Topic



- Brief overview of employment services
- Tips for finding individuals who would benefit from these services
- Strategies for getting requests for employment services approved

Perception Check



Poll Question #2

What employment services have you tried requesting? (Choose all that apply)

- Career Planning
- Prevocational Services
- Job Development
- Supported Employment
- None

Perception Check

Poll Question #3

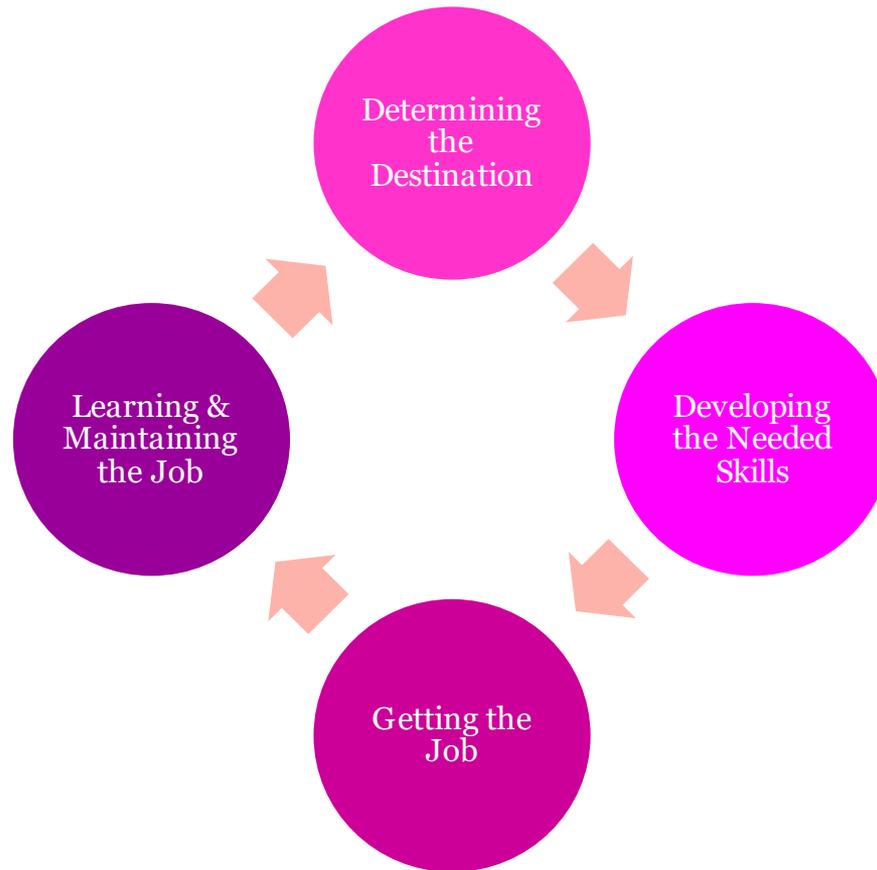
What do you struggle with when requesting employment services? (Choose all that apply)

- Finding willing candidates
- Getting it through the UR process (knowing what information needs to be included)
- Knowing when & how to access VR?
- Other (please specify in the chat box)

Waiver Funded Employment Services



Help for Every Step of the Process

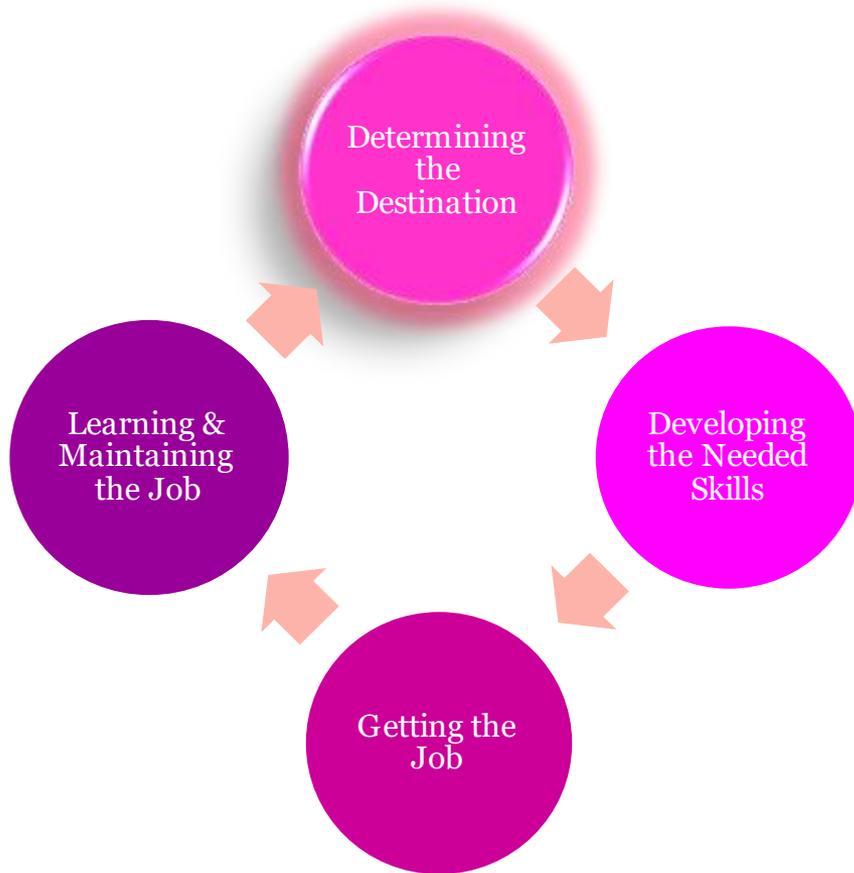


Something to keep in mind...

- Not everyone will need each & every service
- Not everyone will progress through each of the services in the same manner.
 - An individual may go from receiving Career Planning directly to receiving Job Development.



Career Planning



- Identifying the goal based on
 - Interests
 - Abilities
 - Needed conditions
 - Support requirements
- Figuring out how to get there
- Determining the next steps

Career Planning



- Career Planning is limited to 240 units per plan year.
- Career Planning is very similar to VR's Discovery & Exploration service. Therefore must address why person is not using VR for this support.
- Not everyone will require Career Planning.

Career Planning

Who makes a good candidate for this service?

- Someone on the fence about whether or not they want to work, not wanting to commit, but appearing interested at times
- Someone wanting to work but maybe not ready – team needs more information on what skills need to be developed to make progress
- Someone wanting to work but not eligible for VR, unable to access, or has already exhausted VR services.

Career Planning



How to request – what must be included in the ISP?

- Statement of availability/unavailability of VR funding
 - Uncertainty of readiness for employment
 - Ineligible for VR funding
 - Not a good fit for VR
 - Already exhausted VR funding for this service
- Goal/Outcome – how does this service assist this individual with achieving that outcome?
- Alignment with service definition – make sure what you are requesting fits within the service definition
 - Unit request within service limit
 - Support provided allowed within service definition
 - Support provided matches intent of service

Chat Box Chatter



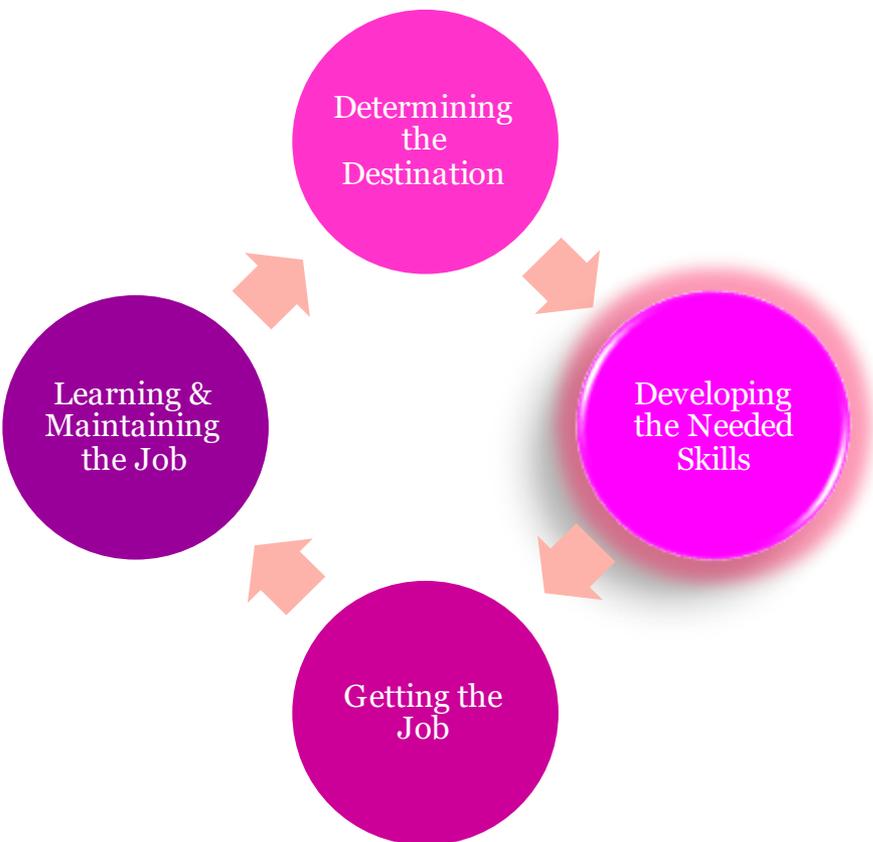
Let's hear about your successes!!

- Have you had success finding candidates who would benefit from Career Planning?
- Have you had any success getting requests for Career Planning through the UR process?
- What tips do you have for other SCs who may be struggling with this?

Prevocational Services

Developing the universal workplace behaviors/traits needed to succeed in any type of employment

- Currently limited to 20 hours/week for 6 months (2,080 units)
- Focus is on developing those **non job-specific skills needed for all employment** (interpersonal, decision-making, work ethic, etc.)
- Can be provided 1:1 or in small groups (1:4)



Prevocational Services



- Can only be authorized to develop general universal work place behaviors needed for any & all types of jobs – **cannot be used for the purpose of developing job task specific skills only.**
 - Those needing assistance with developing job task specific skills will have to look towards outside sources such as Higher Education, VR or the Job Centers.
- Must adhere to DOL's regulations.
- Currently limited to 20 hours per week for 6 months – total of 2080 units.
- Not everyone will require Prevocational Services.

Who makes a good candidate for this service?

- Someone who lacks the general universal workplace behaviors to be employed in any type of job (soft skills)
 - May have determined lacking these skills through VR's Discovery & Exploration process
 - May have determined lacking these skills during the IEP process based on work-based experiences school has provided
 - Family/individual may feel strongly that these skills are lacking due to other experiences

How to request – what must be included in ISP?

- Evidence that the individual is not ready for employment
 - What skills are lacking
 - How does this impede this individual
 - Through what process was it determined that this person is not ready for employment
- Goal/Outcome – how does this service assist this individual with achieving that outcome?
- Alignment with service definition – make sure what you are requesting fits within the service definition
 - Unit request within service limit
 - Support provided allowed within service definition
 - Support provided matches intent of service
 - Skills to be developed must be generic workplace behaviors – cannot purchase this service to work on job-specific skills.

Chat Box Chatter

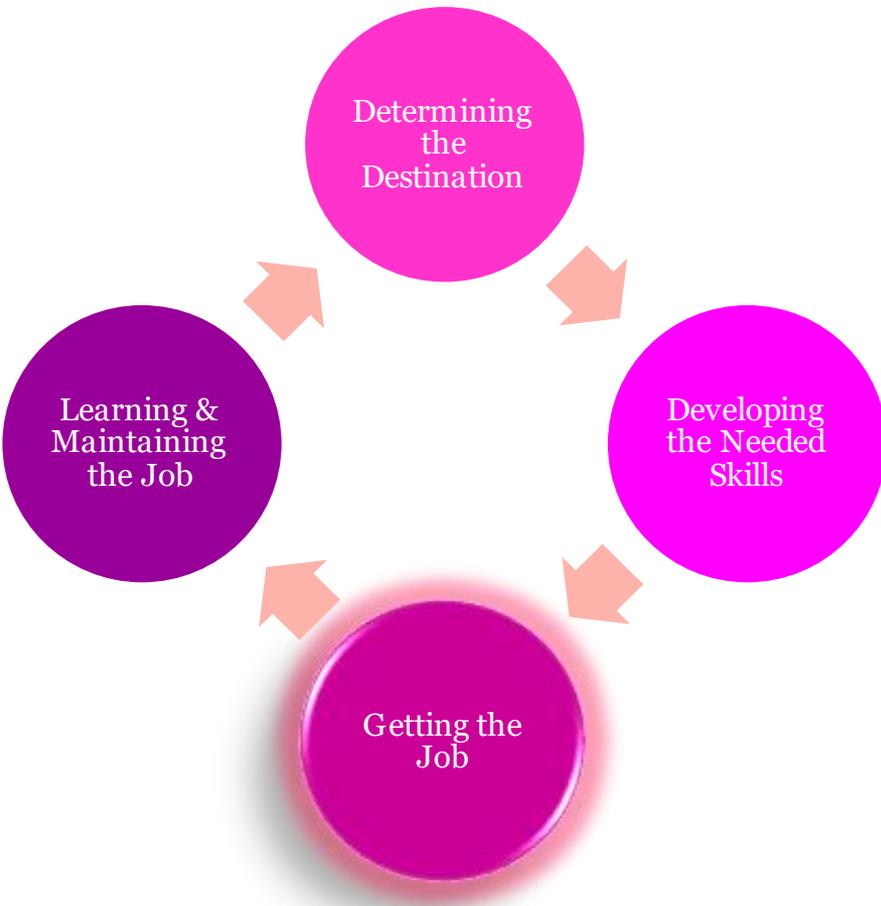
Let's hear about your successes!!

- Have you had success finding candidates who would benefit from Prevocational Services?
- Have you had any success getting requests for Prevocational Services through the UR process?
- What tips do you have for other SCs who may be struggling with this?

Job Development

Getting the help needed to get the job

- Limited to 240 units
- Focused on securing **individual** employment in integrated settings making at least minimum wage
- Looking at jobs that match the person's interests, abilities, & needed conditions



Job Development



- Job Development is limited to 240 units per plan year.
- Job Development is offered through VR as well. Therefore must address why person is not using VR for this support.
- Not everyone will require Job Development.

Who makes a good candidate for this service?

- Someone who wants a job but is not eligible for VR, unable to access, or has already exhausted VR services.
- Someone who needs support with contacting potential employers, assistance with job interviewing and completing the application process.
- Someone who clearly knows what jobs would make a good job match for him/her
 - Job aligns with current interests
 - Job aligns with current abilities
 - Job meets specific conditions individual needs

Job Development

How to request – what must be included in ISP?

- Statement of availability/unavailability of VR funding
 - Ineligible for VR funding
 - Not an appropriate VR referral
 - Already exhausted VR funding for this service
- Goal/Outcome – how does this service assist this individual with achieving that outcome?
- Alignment with service definition – make sure what you are requesting fits within the service definition
 - Unit request within service limit
 - Support provided allowed within service definition
 - Support provided matches intent of service

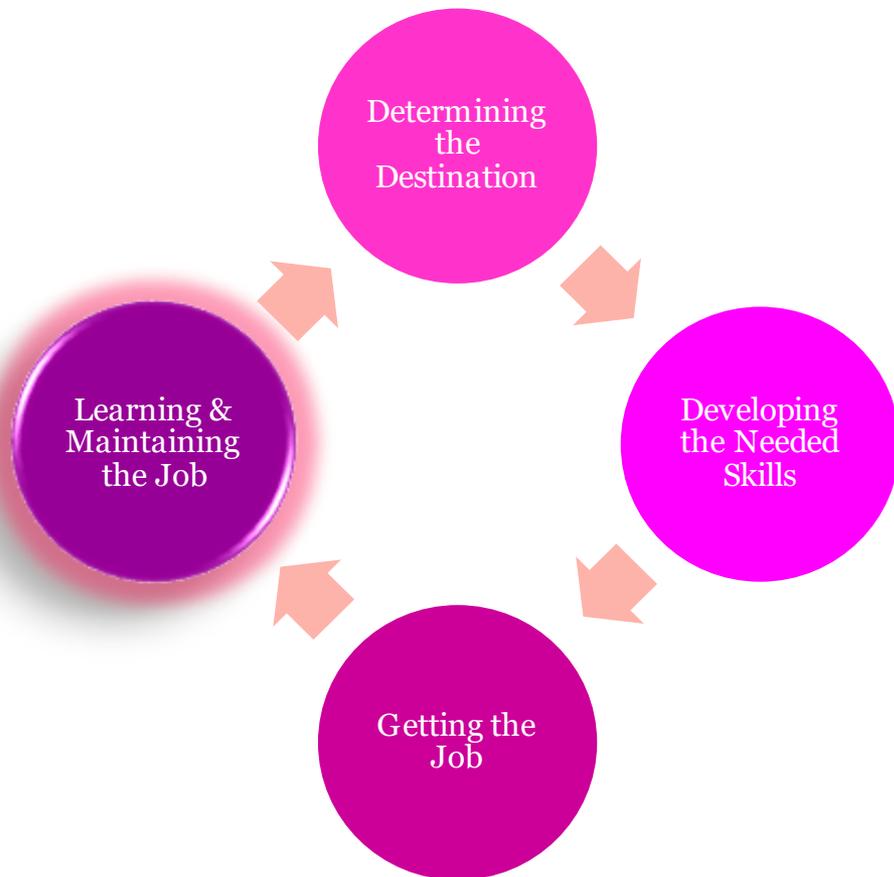
Chat Box Chatter



Let's hear about your successes!!

- Have you had success finding candidates who would benefit from Job Development?
- Have you had any success getting requests for Job Development through the UR process?
- What tips do you have for other SCs who may be struggling with this?

Supported Employment



Assistance needed to learn, perform & maintain the job

- Soft skills
- Hard skills (job specific tasks)
- As much or as little needed for as long as justified; fading is expected unless supporting documentation
- Development of natural supports
- 1:1 or in small groups (1:4)

Supported Employment



- Supported Employment is offered through VR as well. Therefore must address why person is not using VR for this support.
- Not everyone will require Supported Employment.
- If someone only requires protective oversight or non-work-related supports, this can be provided by other services

Who makes a good candidate for this service?

- Someone who is employed & has a waiver slot
- Someone who has a waiver slot & is seeking employment with VR's assistance but needing long term retention services after VR has ended support
- Someone who is receiving funding for Career Planning, Prevocational Services, &/or Job Development
 - Can request up to 480 units of Supported Employment
- Someone who wants to use the Job Center's WIOA Youth Program to develop skills for employment while earning a paycheck, but needs coaching support above what this program provides
- Someone who wants to use Group Supported Employment as a transitional training opportunity, or a stepping-stone, to work on developing workplace behaviors & job specific skills needed for employment while earning a paycheck

Supported Employment



How to request – what must be included in ISP?

- Statement of availability/unavailability of VR funding
 - Ineligible for VR funding
 - Not a good fit for VR
 - Already exhausted VR funding for this service
 - Service not available under VR
 - VR does not fund long-term supports – i.e. retention supports
 - VR does not fund temporary employment
 - VR does not fund group Supported Employment
- Goal/Outcome – how does this service assist this individual with achieving that outcome?
- Alignment with service definition – make sure what you are requesting fits within the service definition
 - Support provided allowed within service definition
 - Support provided matches intent of service
 - Statement of how natural supports will be developed & paid supports faded
 - Statement of what support is needed – how will job coach be helping individual
 - What skills will job coach be helping to develop & how

Chat Box Chatter



Let's hear about your successes!!

- Have you had success finding candidates who would benefit from Supported Employment?
- Have you had any success getting requests for Supported Employment through the UR process?
- What tips do you have for other SCs who may be struggling with this?

Save the Dates

Champions of Employment Webinars

2nd Wednesday of each month

1:30 – 2:30

June 9th

July 14th

August 11th

Hot Topic



4 Part Webinar Series on Benefits & Employment
2nd Tuesday of each month
Starting at 2pm

- March 9th – Benefits & Work Made Simple: SSDI, SSI, Medicare, Medicaid & Employment
- April 13th – Changing the Culture & Message About Benefits: A Comprehensive Approach for Promoting Employment
- May 11th – Live Benefits Case Study
- June 8th – Cultivating a “Pro-Employment” Culture Regarding Benefits

Register at:

<https://communityinclusion.zoom.us/meeting/register/tJIqdemrpjwpGND5R-LmUTLa6rcSaTtVduyE>

Don't Forget



- Please answer the survey questions at the end of this webinar.
- You're feedback will be very useful in making these webinars worthy of your time.

Reach Out Anytime



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THANK YOU!